

Office of Child Care Draft Strategic Plan for Training & Professional Development FY02 – FY06

OUTCOMES

(Desirable results/improvements, marketable to the legislature and other funding sources)

Two overarching outcome goals for all Training & Professional Development activities:

- 1. Improve the quality of child care for all children in Utah by increasing the levels of education and experience of early childhood/child care workers**

Tool used to measure outcome:

ITERS, ECERS, SAERS, FDEERS – A plan to use this tool for periodic measuring of quality of care would need to be developed.

- 2. Improve school readiness in Utah's children by increasing the levels of training and expertise of early childhood/child care workers**

Tool used to measure outcome:

Other states have contracted with universities or other research agencies to conduct studies on school readiness of children who attended identified child care programs as compared with those who did not.

Area #1 Career Ladder Program			
ACTIVITIES	TIMELINE	ESTIMATED BUDGET	PRIORITY RANKING
A. Activity: Expand the current 5 levels of Career Ladder certification to 10 levels, which would increase providers' options for achieving Career Ladder certifications through either community-based or college-credit training Collaborative Partners: CCR&Rs, Provider Associations, Head Start	Implement FY02	\$202,000	
B. Activity: Add lapel pins to each CL awards Collaborative Partners: CRR&Rs, Provider Associations	Implement FY02		

ACTIVITIES	TIMELINE	ESTIMATED BUDGET	PRIORITY RANKING
C. Activity: Implement Infant/Toddler Endorsement Collaborative Partners: CCR&Rs, Provider Associations	Implement FY02	FY02: \$25,600 to CCR&Rs FY03: \$25,600 + \$3,000 in bonuses	
D. Activity: Begin conducting annual Provider Professional Development & Training Needs Survey to track average education rates, years of experience, turnover rates, wages and benefits, training needs, etc. Collaborative Partners: Funded outside agency, Provider Associations, CCR&Rs	With funded outside agency: Implement FY02	Included in \$ for funded outside agency RFP	
E. Activity: Develop and implement Special Needs Endorsement Collaborative Partners: Interagency work group, CCR&RS, Provider Associations, Head Start (DISQUIC), funded outside agency	Implement FY02 or 03	Development included in \$ for funded outside agency RFP Implementation in FY03: \$25,600	
F. Activity: Develop and implement Director's/Administrator's Endorsement Collaborative Partners: CCR&Rs, Provider Associations, Head Start (provider requirements for HS collaboration projects), funded outside agency	With funded outside agency: Develop FY02 Implement FY03	Development included in \$ for funded outside agency RFP Implementation in FY03: \$25,600	
G. Activity: Develop and implement School Readiness Endorsement (using State Office of Education preschool standards) Collaborative Partners: Funded outside agency, State Office of Education, CCR&Rs, Provider Associations, Utah Family Center	With funded outside agency: Develop FY02 Implement FY03	Development included in \$ for funded outside agency RFP Implementation in FY04: \$25,600	
H. Activity: Develop and implement School Age training component – either as endorsement(s) to existing Career Ladder, or a parallel school age ladder structure (Either way, training curriculum to be based on School Age CDA Council competencies and training areas, to be finalized by Council by end of FY02.) Collaborative Partners: Funded outside agency, Provider Association, NSACA, CCR&Rs	With funded outside agency: Develop FY03 (when CDA information is available) Implement FY04	Development included in \$ for funded outside agency RFP Implementation in FY04: \$51,200	

ACTIVITIES	TIMELINE	ESTIMATED BUDGET	PRIORITY RANKING
I. Activity: Develop and implement new CEU training for CDA renewal Collaborative Partners: <i>Outside funded agency, CCR&Rs, Utah Higher Ed Institutions (articulation), Provider Associations</i>	With funded outside agency: Develop FY02-04 (2 new CEUs per year) Implement FY03-05	Development included in \$ for funded outside agency RFP Implementation in FY03: \$12,800 to CCR&Rs	
J. Activity: Conduct annual Train the Trainer sessions for all Career Ladder trainers Collaborative Partners: <i>Funded outside agency, CCR&Rs</i>	With funded outside agency: Implement FY02	Included in \$ for funded outside agency RFP	
K. Activity: Continue the CDA scholarship program Collaborative Partners: <i>CCR&Rs, Provider Associations, possibly outside funded agency</i>	\$10,000 - \$20,000		
L. Activity: Implement scholarship program for providers wishing to renew CDAs with a college credit course Collaborative Partners: <i>Funded outside agency, CCR&Rs, Utah Higher Ed Institutions (accessibility), Provider Associations</i>	With funded outside agency: Implement FY02 or FY03	Approximately \$500 per scholarship	
M. Activity: Establishment of a T.E.A.C.H. or TEACH-like college scholarship and compensation program Collaborative Partners: <i>Funded outside agency, Utah Higher Ed Institutions (accessibility), CCR&Rs, Provider Associations</i>	FY05	To be determined based on program design	
Other ideas for additional Career Ladder activities:			

Area #2 Provider Achievement Award Program			
ACTIVITIES	TIMELINE	ESTIMATED BUDGET	PRIORITY RANKING
A. Activity: Increase bonus amounts for each star level to \$100 - \$1,000 for family providers and \$200 - \$2,000 for centers, and add lapel pins to awards Collaborative Partners: CCR&Rs, Bureau of Licensing, Provider Associations	Implement FY02	Bonus Increase: \$52,000 (Increase of \$26,000 over FY01) Pins	
B. Activity: Incorporate a retention incentive for center-based caregivers who remain with the same employer (or just in the field?) over time Collaborative Partners: <i>Provider Associations</i>	Implement FY02 or FY03	\$120,000 (# of current center CL recipients at an average of 2 years retention)	
C. Activity: Implement the addition of a Harms scale review (optional) to award criteria Collaborative Partners: CCR&Rs, Provider Associations	Implement FY02 or FY03	Included in \$ for Area #4, Activity B below	
D. Activity: Explore tying star ratings to tiered reimbursement Collaborative Partners: <i>Provider Associations, Bureau of Licensing, DWS Finance, Governor's Office of Planning and Budget</i>	FY03 or FY04	To be determined by program design	
Other ideas for additional Provider Achievement Award activities:			

Area #3 National Accreditation Support			
ACTIVITIES	TIMELINE	ESTIMATED BUDGET	PRIORITY RANKING
A. Activity: Continue accreditation support grant agreements with UAEYC and PFCCA Collaborative Partners: <i>Provider Associations, CCR&Rs</i>	FY02	\$26,000 (No increase over existing FY01 budget)	
Other ideas for additional national accreditation support activities:			

Area #4 On-Site Training & Technical Assistance to Providers			
ACTIVITIES	TIMELINE	ESTIMATED BUDGET	PRIORITY RANKING
A. Activity: Fund CCR&Rs to deliver on-site technical assistance to center and family child care providers throughout the state, including technical assistance on the Harms scale for providers working toward a Provider Achievement Award Collaborative Partners: <i>CCR&Rs</i>	Implement FY02	\$300,000 to \$350,000	
B. Activity: Expand on-site training services in behavior management offered by the Children's Center to the Ogden and Provo/Orem areas by releasing RFGs in these areas Collaborative Partners: <i>The Children's Center, other funded outside agencies</i>	Implement FY02 or 03	\$180,000 total (\$120,000 increase over existing \$60,000 currently spent on this activity)	

<p>C. Activity: Establish local teams comprised of CCR&Rs technical assistance staff and the Children's Center (and other funded outside agencies) to collaborate and determine priorities in the delivery of on-site training and technical assistance to providers.</p> <p>Collaborative Partners: <i>CCR&Rs, The Children's Center, other funded outside agencies</i></p>	Implement FY02 or 03	Included in \$ for on-site technical assistance through the CCR&Rs and \$180,000 for Children's Center-type in-center training	
Other ideas for additional on-site training and technical assistance activities:			